

City of San José

2003 Health and Dental Bi-Weekly Rates

Health rates effective from 1/1/2003 (PP 01) through 12/31/2003 (PP 26)

Dental rates from 07/01/2002 (PP 14) through 06/30/2003 (PP 13)

| Health Insurance Plans | | | | | | |
|--|--------------------------|--------------------------|---------------------------------------|---------------------------------------|---|---|
| (Health premiums are deducted the first 2 paydays of each month, and are pre-tax) | | | | | | |
| | Kaiser Single | Kaiser Family | Blue Shield HMO Single | Blue Shield HMO Family | Blue Shield POS/PPO Single | Blue Shield POS/PPO Family |
| 100% Benefits: Full-Time Employees Including RWW Employees who work 35 - 39.9 Hrs | | | | | | |
| Employee Contribution | 12.15 | 12.50 | 29.09 | 65.56 | 66.37 | 161.55 |
| City Contribution | 109.69 | 290.88 | 109.73 | 291.03 | 109.85 | 291.32 |
| Total | 121.84 | 303.38 | 138.82 | 356.59 | 176.22 | 452.87 |
| 75% Benefits: Part-Time Employees who work 30 - 39.9 Hrs & RWW Employees who work 30 - 34.9 Hrs | | | | | | |
| Employee Contribution | 39.57 | 85.22 | 56.52 | 138.31 | 93.83 | 234.38 |
| City Contribution | 82.27 | 218.16 | 82.30 | 218.28 | 82.39 | 218.49 |
| Total | 121.84 | 303.38 | 138.82 | 356.59 | 176.22 | 452.87 |
| 62.5% Benefits: Part-Time & RWW Employees who work 25 - 29.9 Hrs | | | | | | |
| Employee Contribution | 53.28 | 121.58 | 70.23 | 174.69 | 107.56 | 270.79 |
| City Contribution | 68.56 | 181.80 | 68.59 | 181.90 | 68.66 | 182.08 |
| Total | 121.84 | 303.38 | 138.82 | 356.59 | 176.22 | 452.87 |
| 50% Benefits: Part-Time & RWW Employees who work 20 - 24.99 Hrs | | | | | | |
| Employee Contribution | 66.99 | 157.94 | 83.95 | 211.07 | 121.29 | 307.21 |
| City Contribution | 54.85 | 145.44 | 54.87 | 145.52 | 54.93 | 145.66 |
| Total | 121.84 | 303.38 | 138.82 | 356.59 | 176.22 | 452.87 |

| Dental Insurance Plans | | |
|--|----------------------------|-------------------|
| (Dental premiums are deducted the first 2 paydays of each month, and are pre-tax) | | |
| | <u>Delta Dental</u> | <u>DBP</u> |
| 100% Benefits: Full-Time Employees Including RWW Employees who work 35 - 39.9 Hrs | | |
| Employee Contribution | None | None |
| City Contribution | 42.75 | 23.10 |
| Total | 42.75 | 23.10 |
| 75% Benefits: Part-Time Employees who work 30 - 39.9 Hrs & RWW Employees who work 30 - 34.9 Hrs | | |
| Employee Contribution | 10.68 | 5.77 |
| City Contribution | 32.07 | 17.33 |
| Total | 42.75 | 23.10 |
| 62.5% Benefits: Part-Time & RWW Employees who work 25 - 29.9 Hrs | | |
| Employee Contribution | 16.03 | 8.66 |
| City Contribution | 26.72 | 14.44 |
| Total | 42.75 | 23.10 |
| 50% Benefits: Part-Time & RWW Employees who work 20 - 24.99 Hrs | | |
| Employee Contribution | 21.37 | 11.55 |
| City Contribution | 21.38 | 11.55 |
| Total | 42.75 | 23.10 |

| In-Lieu Plans | | | |
|---|---|---------|-------|
| Payment in-lieu of coverage is available for qualified enrollees (full-time and RWW who work 35+ Hours) | | | |
| Payments are made every payday, are taxable, and are subject to withholding | | | |
| Health: | 134.46 if eligible for family coverage | Dental: | 19.73 |
| | 50.70 if NOT eligible for family coverage | | |